



JOB DESCRIPTION

Job Title: Male Staff Coordinator

Reports To: Program Director

Salaried or Hourly: Salaried Exempt or Nonexempt: Exempt

Supervisory (# of staff supervised): 0-40

Camping Commitment Statement

As a follower of Jesus Christ and a minister of His Gospel, model a full understanding of Camp Blessing's ministry strategy and equip and lead a team of staff in providing excellent camping experiences for individuals to encounter Jesus Christ and know the truth of God's love for them.

Mission & Authority

Through both continued training and direct experience, lead and shepherd male summer staff and volunteers, preparing an environment where staff, guests, and volunteers are well cared for using the cornerstones of discipleship, accountability, and brotherhood. This is a role that oversees the day-to-day life, conduct, and spiritual formation of male summer staff, including cabin and living-quarters oversight, mentorship, and team culture, working within the direction set by the Program Director.

ESSENTIAL PREREQUISITES FOR ALL STAFF MEMBERS:

Because of Camp Blessing's exclusive Christian purposes of evangelism and discipleship, and to reflect what has always been and will continue to be the position of Camp Blessing, specifically the Christian belief that **each and every employee and volunteer of the corporation should minister as a servant of God with the primary responsibility of proclaiming the Gospel of Jesus Christ and, as such, is an integral part of the Christian mission and ministry of the corporation**, Camp Blessing shall only employ individuals or enlist volunteer leaders who: (a) profess a belief in Jesus Christ as their personal Savior and Lord; and (b) subscribe to the statements and policies required of all Camp Blessing staff, including the Camp Blessing Statement of Faith. Therefore, employees and volunteers of Camp Blessing, during working and nonworking hours, shall be ready, willing and able to fulfill such ministry functions as may be required by the organization and refrain from conduct and statements that detract from the biblical standards taught and supported by Camp Blessing.

Essential Duties:

Spiritual Formation: *Intentionally provide opportunities for staff to grow deeper in their relationship with Jesus.*

- Participate in opportunities for growing deeper in your relationship with Jesus.
- With direction from supervisor, develop an annual personal spiritual growth plan.
- Foster an environment where male summer staff have opportunities for ongoing spiritual development, including execution of their personal spiritual growth plan.
- Establish a culture where the spiritual formation of male staff and volunteers is both a priority and a responsibility for the team.

Attentive Hospitality: *Equip servant leaders who anticipate and respond to the needs of our guests, staff and vendors, through Christ-like service.*

- Establish a posture of service among male staff that anticipates guest needs and responds with professionalism through intentional decisions and systems.
- Coordinate daily living, meal, and free-time logistics for male summer staff in partnership with other departments.
- Anticipate and respond to the needs of male staff in order to support their wellbeing and their ability to serve guests well.

Interpersonal Relationships: *Help build relationships that reflect the character of God with guests, staff, vendors and neighbors to foster healthy community.*

- Build relationships that reflect the character of God with male staff, guests, and volunteers to foster healthy community.
- Model and reinforce healthy interpersonal relationships and conflict resolution among male staff.
- Cultivate a brotherhood culture among male staff that others want to join.

Comprehensive Stewardship: *Manage with integrity the finances, people, buildings and equipment that have been entrusted to our ministry.*

- Manage with integrity the housing, equipment, and daily schedule entrusted to the male staff team, working within the direction set by the Program Director.
- Maintain accountability systems for male staff conduct, curfew, and cabin standards.
- Cultivate an environment where male staff and volunteers feel valued both as contributors and as people.
- Participate in the hiring and placement of quality male summer staff candidates.

Talent Development: *Through a consistent and accountable evaluation process, we identify and provide opportunities for staff in continuing education, leadership development, career-pathing and cross-training.*

- Intentionally pursue opportunities in leadership, personal growth, and development.
- Lead training, mentorship, and discipleship for male summer staff throughout the season.
- Perform evaluations for male staff you are responsible for supervising.

Embracing Excellence: *Gladly prepare an environment that glorifies Jesus Christ.*

- Lead male staff in the execution of daily responsibilities with attention to the standards required for excellent camp operations.
- Demonstrate a commitment to uphold Camp Blessing Standards.
- Exemplify Camp Blessing Standards in the way you conduct yourself with staff, guests, and volunteers.
- Address conduct concerns among male staff promptly and in partnership with the Program Director.

Training Expectations:

- Must obtain and maintain CPR/First Aid certification within 6 months unless already certified.

Camp or Job Specific Working Conditions:

- May be required to lift materials weighing up to 50 pounds.
- Camp Blessing is in the hospitality industry and as such, serves guests year-round. This includes working non-traditional hours in the summer and hosting weekend retreats outside of the summer season as required.
- Involves both administrative work and an active guest-facing role.

Volunteer Outreach:

- Represent Camp Blessing Texas at churches, schools, and community organizations to raise awareness of volunteer opportunities
- Schedule and deliver presentations, chapel talks, and informational sessions about camp and its mission
- Build and maintain relationships with pastors, youth leaders, teachers, and school administrators as ongoing volunteer pipelines
- Develop and distribute promotional materials (flyers, slideshows, video content) for outreach visits
- Recruit individual and group volunteers for camp sessions.
- Track outreach contacts, follow-ups, and volunteer sign-ups in the camp's volunteer database or CRM
- Coordinate with the Program Director on staffing needs by session to target recruitment efforts
- Follow up with prospective volunteers to answer questions and guide them through the application process
- Attend community fairs, ministry events, and conferences to promote camp volunteering
- Send thank-you and stewardship communications to churches and schools that partner with camp
- Report outreach activity and volunteer recruitment numbers to leadership on a regular basis

Summer Camp Speaker Coordination:

- Coordinate local pastors to speak to the summer staff every Monday morning during all staff worship.
- Attend Summer staff devos as required during the summer camping season.

Education:

- Some college education or applicable experience preferred.

Qualifications and Experience Required For The Job:

- Experience mentoring or leading young men or staff teams preferred.
- Demonstrate understanding of Camp Blessing ministry, strategy and mission.
- Experience in organizing and prioritizing tasks.
- Demonstrate professionalism in written and verbal communication with guests, vendors and staff.

This description is not intended, and should not be construed, to be an exhaustive list of all responsibilities, skills, efforts or working conditions associated with this job. It is intended to be an accurate reflection of the principal job elements essential for making compensation decisions.

I have read the above job description and I believe I can perform the duties as described.

Staff Person's Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____